

What is management



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Topic 2: What is Management

p> Is there one best ' style' of management? Why or why not?

In my opinion, a single best ' style' of management does not exist. The reason being that organisations are diverse and complex entities. Managers must learn the nature and features of an organisation and develop a style of management which is best suited for that particular ' climate'. What may be the ' best' style in one company can fail spectacularly in another. The style of management which managers choose to employ depends on many factors, the chief one being the employees. The response of the employees to a particular style of management is the most important indicator of its success. Essentially, management is about coordinating the activities of employees so that maximum efficiency and effectiveness is attained. For managers, there is a tough decision regarding the style of management: autonomy or control? The answer lies in the quality of the employees. In some cases, employees are self-motivated and would work more effectively without a tight rein, while in others, liberty would translate to bludging. It is the manager's task to strike the balance and decide which style of management would produce the best outcome. Naturally, this leads to unique styles of management which are adapted to different organisations, and thus, a best style of management does not exist.

Write a 200 word (max.) summary of argument from Cunliffe (2009).

The main argument that Cunliffe makes in this article is that management and management identities cannot be defined in concrete terms. He argues that there is a clear distinction between the theories of management and the

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actual practice. Management identities should not be confined to the rigidities of established historical theories. The various critical analyses which purport a particular style of management only serve to constrain managerial actions and identities. Cunliffe argues the nature of management is dynamic and shaped through interaction. His perspective takes leave from the traditional, which tends to offer fixed representations on the 'best' way of management.

What are the key issues in the case study 'Surviving the Boss from Hell?'

One of the key issues in the case study is the relationship between the employee and the manager. It is obvious that the relationship between David and his boss is an unhealthy one. It appears that David's boss has neglected the interpersonal roles which managers should take on. This has resulted in a negative working environment where employees have low satisfaction and morale. One employee, Marissa, pretends to be 'insanely cranky' just to avoid work. Such attitude reflects a lack of motivation and generally means less productivity. This case study highlights the impact of bad management on the employees of an organisation. The apparent lack of concern for the 'underlings' has injured David's need for upward mobility. It has also reduced employee engagement and performance. Also mentioned in this case study is the political aspect of a workplace. Blatant favouritism is exhibited by the boss as the intern is praised for a small contribution to the company.